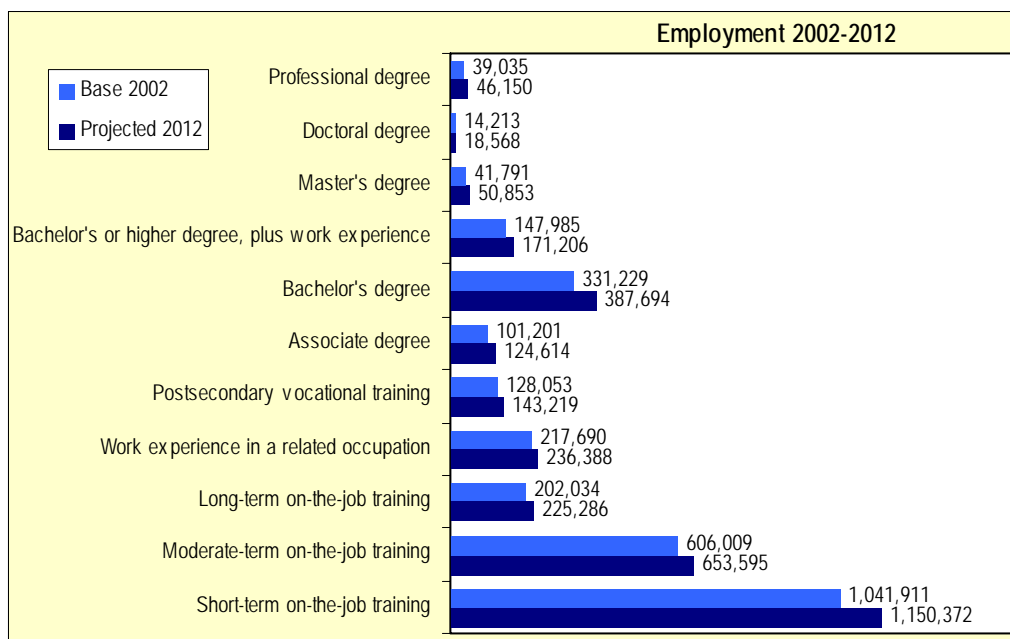




RESEARCH BRIEF

TRAINING FOR TOMORROW'S WORKFORCE EMPLOYMENT, EDUCATION & EXPERIENCE IN MISSOURI

An adequately trained workforce is key for successful economic development – benefiting business, government, and labor. By understanding the current and future demand for skilled labor, workforce and education agencies can target resources to meet this demand.

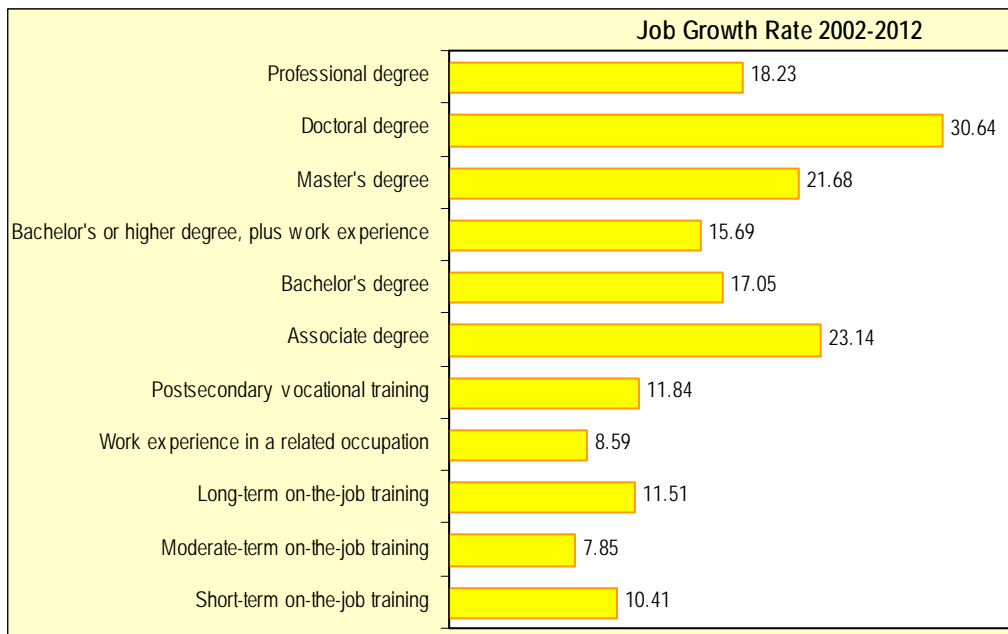


Over 60 percent of workers in Missouri are employed in occupations that typically, but not exclusively, require on-the-job training. The majority of this training can be acquired in a moderate (less than 12 months) or short (less than 1 month) period of time.

However, most jobs having this level of training are expected to grow by less than 10 percent over the next decade.

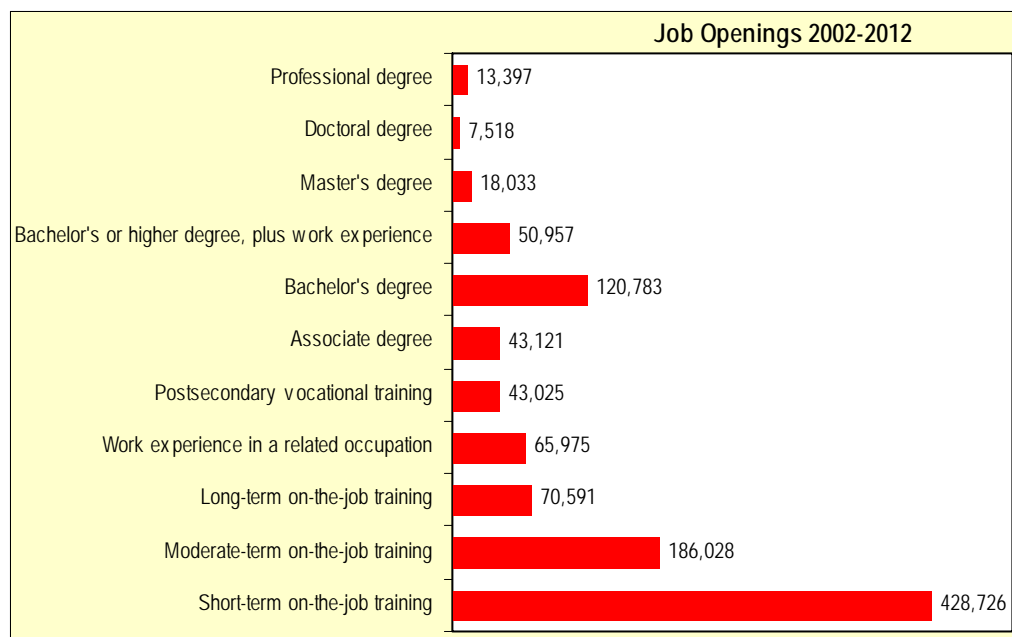
By contrast, nearly 20 percent of jobs typically require skills obtained through a bachelor's degree or higher - with most workers typically having a bachelor's degree and some experience.

Most of these jobs are expected to grow by over 20 percent during the next decade. In particular, skills gained through doctoral and master's degrees are expected to grow the fastest.



Training In Demand ...

Over the next ten years, Missouri's economy will need to fill over 1 million job openings due to growth or replacements. Of these total openings, over 600,000 will need some sort of on-the-job training, most of which can be acquired in a moderate or short period of time (generally less than 12 months).



Job openings will also place new demands on higher education over the next decade:

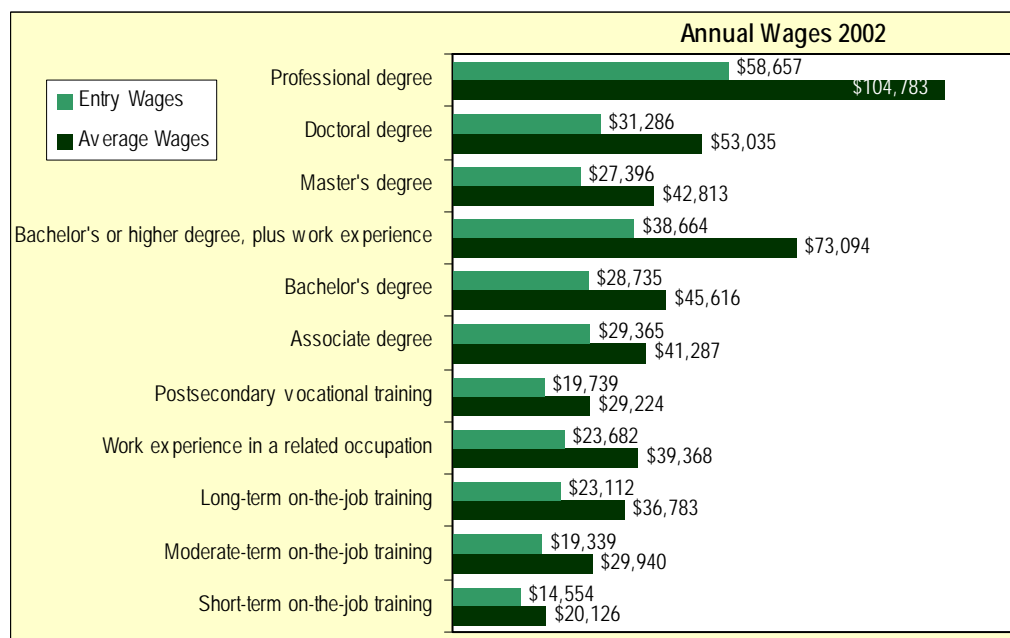
- 80,000 openings will need skills typically obtained through an associate's or post-secondary vocational degree.
- 170,000 openings will need skills typically gained by earning a bachelor's degree.
- 38,000 openings will typically need a graduate degree to obtain employment.

Training Pays ...

Jobs typically needing higher levels of education and experience generally pay higher entry and average wages. Jobs with skills needing a professional or bachelor's degree plus work experience have the highest average wages, while those jobs typically needing only moderate or short term training pay the lowest average wages.

Higher training generally creates higher potential earnings as workers move from entry-level to more experienced work:

- Training resulting in high wage gains of more than \$20,000 include: professional degrees, bachelor's degrees plus work experience, and doctoral degrees.
- Training resulting in small wage gains of less than \$10,000 include: short-term on-the-job training, post-secondary vocational training, and moderate on-the-job training.



DATA AND METHODS

Base and projected occupational employment for Missouri between 2002-2012 taken from Occupational Projections produced jointly by the US Department of Labor (ETA) and the Missouri Department of Economic Development (MERIC).

Entry and average annual wages for Missouri in 2002 taken from Occupational Employment Statistics produced jointly by the US Department of Labor (BLS) and the Missouri Department of Economic Development (MERIC).

Education and experience ratings reflect the typical training needed to obtain employment in the occupation using national averages, and does not reflect required training; and were taken from the US Department of Labor (BLS, ETA).

ANALYSIS BY

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